

**SUMTER COUNTY BOARD OF COMMISSIONERS**  
**EXECUTIVE SUMMARY**

**SUBJECT:** Short-term and long-term disability coverage revisions.

**REQUESTED ACTION:** Board Option

☐ Work Session (Report Only)

**DATE OF MEETING:** 1/26/2009

☒ Regular Meeting

☐ Special Meeting

**CONTRACT:** ☐ N/A

Effective Date: \_\_\_\_\_

Vendor/Entity: \_\_\_\_\_

Termination Date: \_\_\_\_\_

Managing Division / Dept: \_\_\_\_\_

**BUDGET IMPACT:** Reduction of ~\$88,000 (Short-term Disability) and \$180,000 (Long-term Disability)

☒ Annual

**FUNDING SOURCE:**

Employee premiums coming from various funds but primarily General Fund

☐ Capital

**EXPENDITURE ACCOUNT:**

☐ N/A

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**HISTORY/FACTS/ISSUES:**

The Sumter County Group Health Plan has provided short-term and long-term disability insurance for employee participants for several years at no cost to the employee. In 2009, the Board discussed changing the coverage to voluntary participation but delayed action on the subject.

Due to the projected increase to fund the Group Health Plan, the option to change the coverage to voluntary was discussed at the Board's workshop of January 19, 2010. The Board voiced consensus to consider offering long-term disability as a voluntary benefit and to continue to provide short-term disability coverage as part of the plan or provide on a cost-share basis with employees. The following options are recommended for a clean transition between employer to employee funded coverage's effective October 1, 2010:

Option 1 - Continue to provide short-term disability coverage as part of the Group Health Plan at no cost to the employee; offer long-term disability coverage as a voluntary benefit.

Option 2 - Offer both short-term and long-term disability coverage as a voluntary benefit.

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